

ABSTRACT

[0039] The present invention is an expatriate associate selection process that uses standardized motivational, behavioral, cultural, and technical assessments as the basis for the selection process. Associates who may be appropriate candidates for international assignments are identified. Each associate is asked to complete assessments that are used to evaluate skills, abilities, and motivations. The results are analyzed and tabulated so that results among candidates may be compared. At various points in the process, associates may voluntarily withdraw or the company may decide to remove the associates from further consideration. Associates may be given additional training to address any gaps that were identified during the assessments. Timing requirements may be analyzed so that the selection process starts well in advance of proposed assignments. The process allows the company to create and maintain an expatriate group comprising candidates who are prepared to fulfill international assignments as they are identified.